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. . . The 187th meeting of the CIA Retirement Board convened at 2:00 p.m. on Thursday, 3 August 1972, with the following present:

25X1A

Mr. Harry B. Fisher, Chairman
[redacted], DDP Member
DDI Member
DS&T Member
S Member
Legal Adviser
chnical Adviser
ad, DD/Pers
Executive Secretary
ecording Secretary

. . . The Board approved the Minutes of the Meetings of 8 June 1972, 22 June 1972, and 29 June 1972 . . .

MR. FISHER: We have a 15 year review on 25X1A [redacted]

25X1A [redacted], both of whom seem to have the required service as they reach this point in their careers. May I have a recommendation?

25X1A [redacted]: I recommend they be approved.

. . . This motion was then passed . . .

MR. FISHER: Then we have some 23 employees who have reached the five year point and are otherwise qualified for designation.

25X1A [redacted]: I so recommend.

. . . This motion was then passed . . .

MR. FISHER: Next we have 25X1A [redacted], who has applied for voluntary retirement. As you know, Karl, she is on your T/O in S&T, but we in Personnel absorbed her, as sort of a problem

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child -- and we are delighted now that she is finally retiring.

25X1A
And [redacted] from Commo has applied for voluntary retirement on 11 December 1972.

. . . Motion was made and passed that the above requests be approved . . .

25X1A
[redacted]: We have two add-ons. One voluntary:
25X1A
[redacted] for 31 August 1972; and one involuntary: 25X1A [redacted]
25X1A
[redacted], for 18 August 1972.

. . . The above requests were approved . . .

25X1A
[redacted]: What is the situation now with the involuntary business? Has the DDP determined that it's still open to everybody in their Career Service?

MR. FISHER: In terms of the danger to our quota it certainly is worth kicking around with 25X1A [redacted], does he want to make it open to everybody in the CIARDS.

25X1A
[redacted] No. We examine every case critically.

MR. FISHER: But once you start in a given category, you can't accept some and reject others. This was why I suggested at the Deputies' meeting -- and of course it was 25X1A [redacted] that was there -- that maybe you would want to allow it with GS-12's and above, because that is where your problem is, and stop some of these others--

25X1A [redacted]: I wouldn't want to issue that in writing.

MR. FISHER: If you look at your honest-to-God strength and find you have headroom at the lower grades but that it's the 12's, 13's and 14's where you're over ceiling --

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25X1A [redacted]: But you recognize the management problem we have here, and by the method which we've been using not only those qualify in areas where we want to reduce strength but we're using this together with our evaluation boards, too. And this would deny us that tool on all levels if you just pegged it to those above a certain grade.

25X1A [redacted]: You intend to turn people down if their evaluation is high?

25X1A [redacted]: Oh no, no. I'm not saying that. But this does provide, if you want it, an escape hatch for some who are rated very low but have sufficient service to retire and we might find ourselves mutually better off if they do so. But there aren't many, as you know. It's a small number.

MR. FISHER: You're trying to get it both ways. It's going to hurt us to let some people go -- like this 25X1A [redacted] here, who is 46 years old --

25X1A [redacted]: Yes, we would have liked to have held onto her. This is one of our best gals.

MR. FISHER: And here she is going out at age 46. And this hurts the quota -- and there's no basis for it, really -- but because you open it to all, you have to give it to her.

25X1A [redacted] Yes, in that case it hurts.

MR. FISHER: There's something wrong with a management concept that lets somebody leave when it hurts us to let them leave and

25X1A helps to exaggerate our quota problem, and --

[redacted] And the main point is that you have to declare them surplus to allow them to go.

MR. FISHER: They don't have any trouble saying the CS as a Career Service is over-strength, but I'm saying they could narrow this down a bit.

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25X1A [redacted] You could qualify that over-strength.

MR. FISHER: I'm not sure that most of your people aren't in that 50/20 category anyway and could go without invoking this. How many times do you really need the voluntary/involuntary aspect to get rid of somebody, as compared to good people like this [redacted] 25X1A 25X1A [redacted]) that you would like not to lose and you are losing. It's something you could think about.

25X1A [redacted] Is she CIARDS?

MR. FISHER: Yes.

25X1A [redacted]: The law isn't the same for CIARDS and Civil Service.

MR. FISHER: No, but nevertheless we are using the Director's authority to terminate them involuntarily.

25X1A [redacted] With sufficient service and time she could retire without losing any annuity, whether she's involuntary or voluntary.

25X1A [redacted] Not until she is 50.

[redacted]: It still counts against the quota. I don't know if it's up to the Board or not, or if it's any business of this Board to know, but it seems like we should know which Career Services have adopted this -- or which Deputy Directors, I guess I should say.

MR. FISHER: As of now, I can tell you--

25X1A But, [redacted], I'm sure you realize what we have said with CIARDS, without formally documenting it, is that the Director is making a determination that for the good of the Service, to get down to ceiling, he is going to involuntarily separate some people, but we're only going to do it where we know we're not going to get a fight out of them -- so they're being involuntarily terminated at the discretion of the Director, where they agree to it.

25X1A [redacted]: That's one case, but this case [redacted] 25X1A

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25X1A

[redacted]) is voluntary retirement with the consent of the Director. It's not involuntary.

MR. FISHER: It has to be involuntary, because she's under 50. They don't have a voluntary option until they reach age 50.

25X1A

[redacted]: The words are just a bit different: "The Director may in his discretion place in a retired status any participant who has completed at least 25 years of service..." It says, "...may in his discretion..."

25X1A

[redacted]nd no age is given. Just 25 years of service, period. That's the involuntary. Mandatory retirement.

Well, maybe he doesn't choose to exercise his discretion.

MR. FISHER: Okay, I agree. But we have gone one step further -- right or wrong, we have gone one step further and said once we realized that the Director is using his discretion to involuntarily retire people where there is a surplus, that we should make that option available to everybody to be involuntarily retired.

25X1A

[redacted]: And for the reason or because there's a surplus.

MR. FISHER: It's an extension of the Civil Service concept in a little different structure.

25X1A

[redacted] That's what I'm talking about -- there's a different statutory basis here.

MR. FISHER: Yes.

Are you saying, John, you feel that individual distinctions could be more easily made because of the language --

25X1A

[redacted]: As a legal matter, yes, I am saying that.

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MR. FISHER: It would be awfully tough to say we are going to make this involuntary option under CIARDS available only to --

25X1A [redacted]: I just want to make it clear that we do have a different statutory basis.

MR. FISHER: I recognize that. But you can't really pick and choose, because then you would have people saying, "How come you let Joe go and I can't go" - and so on.

25X1A [redacted]: That can well be, and it can well be controlling.

MR. FISHER: I made a bit of this pitch, too, to the Deputies, that CIARDS is threatened - and are you sure that you want it under the CIARDS? Even that could create a problem. I'm not recommending that you say Civil Service discontinued service is available to any one in the CS but that CIARDS isn't. That would create a problem. Really what I was hoping was that instead of just blindly grabbing it and say let's use the whole Career Service, you can change this any time that you do think about the quota problem -- and I think [redacted] has 25X1A strengthened a little bit his feeling that maybe we will have to go for legislation, and maybe that won't come along very early, and we could reach a point where we may have to husband what little we have for the mandatories, and nobody will be going-- I hope all of this is not going to happen. But as we look back and see people like this at age 46 going out, it sort of hurts.

25X1A

To answer [redacted] previous question, so far the CS has said it's available to everyone so long as the surplus exists. So at any point in time you could say there is no longer a surplus, or there is no longer a surplus GS-12's and below but we still have it at the GS-13 and above level, or something like that. The DDS has said: I, the DDS, do not have a surplus at the DDS level. But OC has said: We have a surplus of cryptographers -- in their sub-career, SCC,

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which is Cryptographers, Commo -- and only there are they letting this be used. Logistics has done very much the same thing. Logistics has said: We have a surplus only in the supply sub-career service -- so that the contracting officer can't get it, or some other guy can't get it -- but it's with supply people that they truly have a surplus, so they are making it available only there. And this seems to be a good idea.

Our next case is 25X1A [redacted], who needs 11 months and 7 days. I'm afraid that I got around to reading this rather long memo from him a little bit too late in the day to ask him to appear here today. I think he's down at the old headquarters building.

The only thing that bothered me here at all was the question of how much was he personally involved in all this as opposed to being involved in the managerial aspect. And you get a little of it each way. I'm not as persuaded by the snakes and the humid climate in 25X1A [redacted] but, rather, by the hazard of the type of work he was in -- that seems to be the best basis for it. But somewhere here in his own words he seemed to indicate that, of course, as the [redacted] he 25X1C was more involved in setting policy.

25X1A [redacted]: But I think he also makes it clear that he personally participated --

MR. FISHER: I'm saying he has gone both ways.

25X1A [redacted]: How many were on the staff at 25X1A [redacted] during this period?

MR. FISHER: About five or six people.

25X1A [redacted]: He himself does make that statement, though, on page 3, in paragraph 6 - "Because of the management position it was not necessary nor required of me to directly instruct trainees on a daily basis..."

I gather he was instructing instructors, as much

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as anything -- but that ought to be good service.

25X1A [redacted] Yes, that ought to be good.

Maybe just as dangerous.

He uses the words - "repetitive personal instruction," and "directed and participated in..."

MR. FISHER: He may be very precise. He is saying: I didn't do it on a daily basis, I did it twice a week--

25X1A [redacted] For 38 months.

MR. FISHER: And if he did-- Because generally this type of work is pretty hairy, and we have given credit for it. It's the sort of thing where you have to check the thing when it doesn't go off, and you have to go out and de-fuze it. Maybe he is the expert who does it --

25X1A [redacted] I have no difficulty at all with this case.

MR. FISHER: What about you, Jack?

25X1A [redacted] It looks all right to me. I just thought his memo was too long and wished that he had written it in two pages instead of eight.

25X1A [redacted] Well, he didn't know what we wanted here. It's a little easier to understand this than being posted to the University of the South, I think - or something like that -- and 25X1A [redacted] itself.

I think I would go along on this one.

25X1A [redacted] So would I.

MR. FISHER: Okay. It looks like we have a unanimous decision on this one. And hazard being the main thing.

. . . Motion was made and passed that 25X1A [redacted] be admitted to the CIARDS . . .

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MR. FISHER: Next we have 25X1A [redacted] who is a Reports Officer in NE. And I found no basis, really, for her qualifying service here.

25X1A [redacted]: This is a sad case -- it's a terminal medical problem. She had a serious operation not too long back. I think she could probably go out on medical disability. I don't know.

MR. FISHER: Well, she will lose 3.75% -- so, maybe it would be $400 a year, or something like that. I don't know what her annuity is.

25X1A [redacted]: But you can't look at it that she is going to lose something --

25X1A [redacted]: On disability she wouldn't be reduced for age, whereas under involuntary she would --

MR. FISHER: It's less of a hurt to her going out at age 52 than it would be if she went out under Civil Service, where she would lose 6%.

In any event, there's no basis at all here to give her qualifying service.

25X1A [redacted]: No basis at all.

25X1A MR. FISHER: [redacted], Chief of NE says there's no basis for it -- and the CSCS Board said the same thing. So I think it would be an impossible precedent to suddenly see a Reports Officer qualifying for this.

25X1A [redacted]: We just turned down one exactly like this one.

. . . Motion was then made and passed that 25X1A [redacted] did not have the qualifying service for CIARDS . . .

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. . . Because the majority of the Board members were going to be on leave in the next few weeks, it was agreed to next meet four weeks from now, unless something urgent came up in the meantime . . .

. . . The meeting adjourned at 2:35 p.m. . . .

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